



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
INSTALLATION MANAGEMENT AGENCY
UNITED STATES ARMY GARRISON, SCHWEINFURT
CMR 457
APO AE 09033

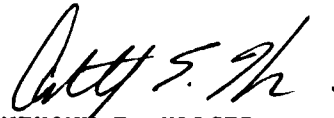
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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum #13-1, Commander's Policy on Equal Employment Opportunity (EEO) Prevention of Sexual Harassment

1. Sexual harassment violates the sex discrimination provision of Title VII of the Civil Rights Act of 1964, as amended. Sexual harassment is unacceptable conduct and I will not tolerate it in the community.
2. Sexual harassment is a form of sex discrimination involving unwelcome sexual advances, request for sexual favors and other verbal or physical conduct of a sexual nature when:
 - a. Submission to such conduct is either explicitly or implicitly a term or condition of a person's job career; or
 - b. Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting this person; or
 - c. Such conduct interferes with an individual's performance or creates an intimidating, hostile, or offensive working environment.
3. Sexual harassment is contrary to the military code of conduct, the civilian code of ethics, sound management, and to mission accomplishment.
4. Managers and supervisors are responsible to ensure fair, prompt, and effective treatment of allegations of sexual harassment. You are engaging in sexual harassment if you condone implicit or explicit sexual behavior to control, influence or affect the career, pay or job of a soldier or civilian employee. The Army is liable if you knew, or should have known, of the discriminatory behavior.
5. If you are a victim of sexual harassment, you should report the incident immediately to your supervisor, and/or the EEO office.
6. The EEO Office is located on Ledward Barracks, Building 206, Room 109. The telephone numbers are DSN: 354-6507/6763.

"PRIDE, PROFESSIONALISM, TEAMWORK"


ANTHONY E. HAAGER
LTC, OM
Commanding

DISTRIBUTION:

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This policy memorandum supersedes Policy Memorandum 13-1, dated September 14, 2004 and remains in effect until superseded or rescinded